

Salary Table 2025-BU
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.41%
For the Locality Pay Area of Buffalo-Cheektowaga-Olean, NY
Total Increase: 2.05%
Effective January 2025

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 13.11	\$ 13.55	\$ 13.99	\$ 14.43	\$ 14.86	\$ 15.11	\$ 15.55	\$ 15.98	\$ 16.00	\$ 16.41
	O	19.67	20.33	20.99	21.65	22.29	22.67	23.33	23.97	24.00	24.62
2	B	14.75	15.10	15.59	16.00	16.18	16.65	17.13	17.61	18.08	18.56
	O	22.13	22.65	23.39	24.00	24.27	24.98	25.70	26.42	27.12	27.84
3	B	16.09	16.63	17.16	17.70	18.24	18.77	19.31	19.84	20.38	20.92
	O	24.14	24.95	25.74	26.55	27.36	28.16	28.97	29.76	30.57	31.38
4	B	18.06	18.66	19.27	19.87	20.47	21.07	21.68	22.28	22.88	23.48
	O	27.09	27.99	28.91	29.81	30.71	31.61	32.52	33.42	34.32	35.22
5	B	20.21	20.88	21.56	22.23	22.90	23.57	24.25	24.92	25.60	26.27
	O	30.32	31.32	32.34	33.35	34.35	35.36	36.38	37.38	38.40	39.41
6	B	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	29.28
	O	33.80	34.92	36.05	37.17	38.30	39.42	40.55	41.67	42.80	43.92
7	B	25.03	25.87	26.70	27.54	28.37	29.21	30.04	30.88	31.71	32.54
	O	37.55	38.81	40.05	41.31	42.56	43.82	45.06	46.32	47.57	48.81
8	B	27.72	28.65	29.57	30.50	31.42	32.34	33.27	34.19	35.12	36.04
	O	41.58	42.98	44.36	45.75	47.13	48.51	49.91	50.58	50.58	50.58
9	B	30.62	31.64	32.66	33.68	34.70	35.72	36.74	37.76	38.78	39.81
	O	45.93	47.46	48.99	50.52	50.58	50.58	50.58	50.58	50.58	50.58
10	B	33.72	34.84	35.97	37.09	38.21	39.34	40.46	41.59	42.71	43.83
	O	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58
11	B	37.05	38.28	39.52	40.75	41.99	43.22	44.46	45.69	46.92	48.16
	O	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58	50.58
12	B	44.40	45.88	47.37	48.85	50.33	51.81	53.29	54.77	56.25	57.73
	O	50.58	50.58	50.58	50.58	50.58	51.81	53.29	54.77	56.25	57.73
13	B	52.80	54.56	56.32	58.08	59.84	61.60	63.36	65.12	66.88	68.64
	O	52.80	54.56	56.32	58.08	59.84	61.60	63.36	65.12	66.88	68.64
14	B	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
	O	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
15	B	73.39	75.84	78.29	80.73	83.18	85.63	88.07	90.52	92.97	93.53
	O	73.39	75.84	78.29	80.73	83.18	85.63	88.07	90.52	92.97	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>